

FORCE MEMO

Serving the U.S. Naval Reserve

December 2000

Naval Reserve Force Force Master Chief

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INITIATION SEASON

This year's initiation season presented challenges to many of you, and I want to take this opportunity to say thanks for your flexibility and support. We'll be discussing the challenges at the Continuum, so I'm looking for lessons learned.

I'm proud to say the Naval Reserve reported no blatant or even questionable errors in judgment. You may be assured I was proud to hear no negative reports when I met with my MCPON and my Fleet and Force counterparts. Thank you.

Congratulations to our newest Chief Petty Officers - Welcome to the Mess.

ANCHORS AT MY SHOULDER

I arrived at boot camp after a three-day train ride. I was tired, confused, and not sure what was next. HE walked into the compartment, wearing anchors. Others yelled orders, HE gave direction. HE showed me how to carry the flag and myself as a United States Sailor should.

I arrived at Hospital Corps School almost a sailor. The HM1 and the LT were filling my head with facts and procedures. I did not have the skill or judgment to apply them. I was sure my incompetence was going to kill someone. HE walked into the room and his anchors had two stars on them. HE made me laugh, HE made me cry and HE made me try with every fiber of my being. HE showed me how to carry the flag and myself as a Hospital Corpsman should.

I arrived at Operating Technician School, Field Medical Service School, Naval Hospital Charleston, National Naval Medical Center, Naval Education and Training Command Newport. THEY were there. Male and female, khaki and sateen, THEY were always there. Service before self and the meaning of shipmate. THEY showed me how to carry the flag and myself as a Petty Officer should.

I arrived at Operating Room Technician School as an instructor of junior Corpsman. So much to teach. Not enough training aids, not enough classroom time. HE showed me to give my charges clear instructions, clear expectations, fair evaluations and an unwavering belief in their ultimate success. HE showed me how to carry the flag and myself as a mentor should.

I arrived as a LTjg. My enthusiasm was only matched by my lack of judgment. HE watched and listened. HE would pull me aside and make suggestions. I will never know how many times I was not devoured by a senior officer because HE covered me. HE let me stumble so I could learn to walk, but he never let me go aloft without a safety harness. HE showed me how to carry the flag and myself as a junior officer should.

I arrived at the Marine Air Wing. Intelligence stated that the first units would be over run and not return alive. It was my task to pick the medical staff who would go first. I could not share with them, or their wives, that their likely fate was death. I could not sleep, I could not eat, I could not accept that I was the one deciding their destiny. HE put his arm around my shoulder and showed me how to carry the flag and myself as a leader with a heavy burden should.

I arrived as the Officer In Charge. It was my unit, I was almost a Commanding Officer. We were under staffed, under resourced and over tasked. HE showed me how to make them a team. HE showed me how to push them to excellence without pushing them too far. HE helped me develop the judgment to carry the flag and myself as a leader should.

I arrived as a senior leader in a command requiring ten years of growth in two years. The Department Heads were junior, the Corpsman was junior, the Civil Service new and the staff turnover were extreme. SHE reminded me that I too, once needed time to stumble before I could walk and that I did not have the authority to order executions. SHE showed me how to carry the flag and myself as a senior officer should.

I have no end to this story. As long as the sailors and officers of the United States Navy have Chief Petty Officers at their shoulders, we

will weather the storms, battles and trials that loom over distant horizons.

As I receive this flag upon my retirement, I take great pride in saying, "Well done Chief, you have taught me to carry it well!"

LCDR Terry Murray, MSC, USN 22 November 2000



Another round of congratulations to the following Command Master Chief Selectees:

YNM(SW/AW) Bob Bellinger, NAVMAC, Millington
AFCM(AW) Wes Crouch VR-62, Brunswick
ASCM(AW) Art Pollock, VR-54, New Orleans
MRCM Ken Rummel, COMNAVRESFOR, New Orleans
PNCM(AW) Tom Whitney, REDCOM Northeast, Newport

Each of you should be proud of your record and this latest accomplishment. The opportunity to serve as a CMC is one that many strive for, but for which few are chosen. I'm certain each of you are ready for the challenges ahead, and I stand ready to support you in any way I can as you accept this new responsibility.



Senior Enlisted Academy Nonresident Course



<http://www.nrpdc.nola.navy.mil/seaweb/seanrc.htm>

We're moving ahead into the world of online training with the Naval Reserve Senior Enlisted Academy. COMNAVRESFOR 131702Z NOV 00 (posted on my site) announces. For more detailed information, check COMNAVRESFORINST 1510.11F of 13 Nov 2000.

A dedicated team has been working hard to prepare for the pilot course scheduled to kick off in March.

My thanks to:

AWCM(AW/NAC) (Retired) Mike Walsh
CUCM(SCW) Larry Scott
AWCS(AW) Wayne Clark
RPCM(FMF) Paul Driscoll
ASCM(AW) (Retired) Dave Campobasso
ISCS Joe Condrick
PNCS Cynthia McMillen
ATCS(AW) Norris Jones
AW1(AW/NAC) Lewis Tillinghast



DOD RESSEA

CSM John L. Leonard, Jr. was recently selected as CSM Collin L. Younger's relief as the DOD Reserve Forces Senior Enlisted Advisor. I've worked with CSM Leonard in his capacity as the Army National Guard representative on the RSEA Council and I'm confident he'll do a great job representing us in the DOD arena. Congratulations John!

Support From our Friends

<http://www.chinfo.navy.mil/navpalib/allhands/ah0197/pg34.html>



and



www.nera.org

United States Naval Reserve Scholarship Fund

Check COMNAVRESFOR 301230Z OCT 00 for information on a new scholarship available to TAR, SELRES and Dependent personnel. Although the first board has come and gone, be advised that this will be an ongoing offering, funded by USAA and supported by NERA. I plan to have an ad hoc committee select next year's awardees at the 2001 Continuum.

The VFW is still generously offering telephone cards to our deploying Sailors



USAA is also offering support by offering 20-minute cards. I encourage you to contact the office to advise us of your requirement.

RETIREMENT LETTERS

I'm always honored to sign Retirement letters and CPO Retirement creeds, so please request via YN2(AW) Matthews at mattheji@cnrf.nola.navy.mil.

Provide the following information:

Full Name, Rate, Designator

"Go by" name

Years of Service

Spouse name (if available)

Mailing address

ROSTER

Send your updates to YNC(AW) Rivel cnrf001a@cnrf.nola.navy.mil

You may download the roster from my website.



Ms. Yonna Diggs

On September 14, 2000, the Naval Reserve Force unveiled its virtual family support system, the Naval Reserve Ombudsman On-line. As the role of the Reservist has become more aggressive in support of the overall mission of our country, stepping up to the plate and paralleling that same kind of support has been a goal of the Naval Reserve Ombudsman. The Reserve Ombudsman On-line Family Support System, takes on that challenge by utilizing 21st Technology to link families, Ombudsman and other family service providers through various modes of communications.

The Reserve Ombudsman On-line is not merely a website. It supports two-way communications with the capability to unite Ombudsman from around the world in On-line Conferencing. This is especially crucial to Reserve Ombudsman in that many do not live near a military installation where they can get additional assistance from Family Service Centers, or other military support systems in aiding their families.

One particular feature that has been hailed as an invaluable resource, is the Ombudsman Orientation. This section allows the newly appointed Ombudsman the opportunity to take web-based self-paced training prior to the required on-site training. Many times there is several months before Ombudsman can attend training. The Ombudsman Orientation will provide the new Ombudsman the knowledge required to do their jobs in an efficient and professional manner.

The site contains an on-line glossary of acronyms and terms that family members and Ombudsman alike will find to be helpful when dealing with military life.

Beginning in January 2001, there will be monthly scheduled forums that deal with various topics to be announced. Also, look for broadcast that will be scheduled throughout the year.

Commands are encouraged to sponsor their own forums utilizing the Reserve Ombudsman On-line. If you would like to do so, please contact the Naval Reserve Ombudsman-at-Large, Yonna D. Diggs at (800) 222-6000 ext 4568052. The forums can be advertised several weeks in advance and can be limited only to the target audience that the Command specifies.

It has been a wonderful year for the Naval Reserve and I look forward to even greater endeavors in the coming year. Best wishes to you and your families during the holiday season and the upcoming New Year.



<http://www.esgr.org/>

The ESGR Mission: The role of Employer Support of the Guard and Reserve is to obtain employer and community support to ensure the availability and readiness of Reserve forces.

With Reserve PERSTEMPO at an all time high, NCESGR continues a concentrated effort to heighten awareness of NCESGR programs within each of the services and to offer assistance where applicable. As a minimum, all Reserve Component members should: a) know there is a law (USERRA) governing employment and reemployment rights, b) ensure they understand the basic tenets of USERRA, and c) ensure they know whom to contact if they have employer questions or conflicts. Three key programs that the Headquarters of ESGR offers are: Mission One, Mobilization Response, and Military Integration that support Reserve Component members.

Mission One: The Mission One Program assigns an ESGR volunteer (Unit Employer Support Representative) to each National Guard and Reserve training site across the Nation. This provides a local ESGR point of contact to each National Guard and Reserve unit, and it provides Reserve component personnel with important information about ESGR services and programs. The intent is for the Unit Employer Support Representative to visit assigned sites at least once a year. Because employment related problems cannot always be resolved through the military chain of command, it is important that all National Guard and Reserve members know about ESGR.

Mobilization Response: NCESGR directly supports Reserve components during all phases of the mobilization process. Awareness of employment rights and responsibilities are most critical during times of mobilization or demobilization. ESGR mobilization teams assist mobilized unit commanders and unit members resolve potential problems resulting from mobilization.

These teams normally will include a Department of Labor/Veterans and Training Service representative. ESGR volunteers provide resources for

employers and will mediate potential conflicts that may arise as a result of military service, ensuring that the military members' reemployment rights are protected.

Military Integration: A primary leverage point toward heightening awareness of ESGR programs and USERRA are the military services and Reserve components. ESGR ensures compliance to DoD Directives 1250.1 and 1235.10 by assisting the services incorporate ESGR related programs into their policies, programs, and processes. Changes have been made to numerous mobilization/MOBEX directives, (for example FORSOM Regulation 50033).

Military Integration's focus includes participating in formal military programs of instruction and ESGR is now a formal block on instruction at many military schools and military seminars/conferences, (for example USAR Retention NCO Course and USCGR Chief Petty Officer Academy Reserve Class).

The Military Integration effort has targeted key service and Reserve functional managers, assisting these build ESGR related programs into critical areas such as recruiting, retention, training, public affairs, family readiness, mobilization and command channels.

Additionally ESGR encourages the reserve component member to recognize the employer for being supportive of the reservists' Military obligation. The program that encourages this is the Reward your Employer, (i.e. "My Boss is a Patriot"). Nominations from the reservist are forwarded to ESGR HQ and processed. This note of thanks is a valuable tool and has proven to bridge the gap between the reservist and the employer.

For additional information and points of contact please visit our web site at: www.esgr.org <<http://www.esgr.org>>. Or call us at 1-800-336-4590.

Notes from the Enlisted Advancement Shop

E8/E9 Board Reminders:

Correspondence to the board must be postmarked or emailed by 15 Jan 2001. Anything after 15 Jan 2001 must be approved and forwarded by Commanding Officer or Command Master Chief with an explanation.

If you have submitted a voluntary request for transfer to the Fleet Reserve (active duty) or Retired Reserve (SELRES), you are not eligible for consideration by the FY-02 E8/9 Board. A voluntary request is one which is not mandated by high year tenure. You may become eligible for consideration by the board if you cancel your request before 1 Jan 2001. Personnel canceling retirements after 1 Jan 2001 will remain ineligible for consideration.

Please do not waste a lot of time worrying about the format of the letter you send to the board. The important thing is the information, not the cover letter. Send what is important to a board, or what is missing from your record. Do not send information redundant to that already contained in your record.

If you have ordered your microfiche record and received a record with a clear border across the top, you have received an exact duplicate of what is being maintained in our Electronic Military Personnel Records

System (EMPRS). If you have not previously been before a selection board, there is a very good chance you will receive a record with maybe 10-15 images. That only means your record has not yet been converted to a digital format. It is still in a microfiche format. Don't worry, we will have your record converted in plenty of time for the board. Once the records are converted, we will post a list of missing evals on our web site so you will know if your record is complete.

Visit our web site (www.bupers.navy.mil/p862/p862.htm) to see the list of eligible candidates to be considered by the board. We will also post a list of people who have submitted packages to the board. You can also go to the web site to find the best way to submit your package and the appropriate addresses.

Time in Rate Waivers for Outstanding Performers NAVADMIN 221/00 announces a change to the Navy Enlisted Advancement System which allows commanding officers to waive up to one year of the time in rate requirements for outstanding performers competing for advancement to E6 and E7.

Commanding officers may authorize this waiver to personnel who received a promotion recommendation of early promote on the most recent periodic performance evaluation. This is a discretionary waiver on the part of commanding officers and is effective for the upcoming Feb 2001 exam cycle for Selected Reservists. For the purposes of this upcoming cycle, the evals written for the period ending 15 Mar 2000 for E5s and 15 Nov 2000 for E6s would be the evaluations used for determining waiver eligibility.

PNCM(SW) Garry S. McGrath
Head, Reserve Enlisted Advancements Branch
Comm: 901-874-4540 or DSN: 882-4540
Visit our website: <http://www.bupers.navy.mil/p862/p862.htm>

IMPORTANT DATES

31 December	RSEA Packages due (CNRF N001)
12 January	E-8/9 Packages due to Selection Board (NPC Pers-8)
30-31 January	RSEA Pilot Course Selection Board (CNRF N001)
15 February	SSOY packages due (CNRF N001)
12-23 February	Reserve E-8/9 Board, Millington (NPC Pers-3)
20 - 23 February	SSOY Board (CNRF N001)
15 March	RSOY packages due (CNRF N001)
20 - 22 March	RSOY Board (CNRF N001)
23 - 27 April	RSOY Week (CNRF N001)
21 - 24 May 01	CMC Leadership Continuum, Ft. Worth
Early June (TBA)	SEA/RSEA/CMC Selection Board (NPC Pers-3)
11 - 22 June	Reserve E-7 Board, Millington
31 July	Service to the Reservist Packages due
8-9 August	Service to the Reservist Board
1 October	GEICO packages due (CNRF N001)
15 October	GEICO Board (CNRF N001)

Master Chiefs (and Senior Chiefs too) - mark these dates on your calendars. I'm going to be looking for volunteers for these boards.

The Final Inspection

The sailor stood and faced God
Which must always come to pass
He hoped his shoes were shining
Just as brightly as his brass.
"Step forward now, you sailor
How shall I deal with you?
Have you always turned the other cheek?
To My Church have you been true?"
The sailor squared his shoulders and said,
"No, Lord, I guess I ain't
Because those of us who carry guns
Can't always be a saint.
I've had to work most Sundays
And at times my talk was tough,
And sometimes I've been violent,
Because the world is awfully rough.
But, I never took a penny
That wasn't mine to keep...
Though I worked a lot of overtime
When the bills got just too steep,
And I never passed a cry for help,
Though at times I shook with fear,
And sometimes,
God forgive me, I've wept unmanly tears.
I know I don't deserve a place
Among the people here,
They never wanted me around
Except to calm their fears.
If you've a place for me here, Lord,
It needn't be so grand,
I never expected or had too much,
But if you don't, I'll understand."
There was a silence all around the throne
Where the saints had often trod
As the sailor waited quietly,
For the judgment of his God,
"Step forward now, you sailor,
You've borne your burdens well,
Walk peacefully on Heaven's streets,
You've done your time in Hell."

To all who serve.

Author Unknown